



DEPARTMENT OF DEFENSE



Defense Civilian Personnel Advisory Service

Campus Recruiting - Best Practices

AT&L Summit

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13 May 2016



Campus Recruiting - Best Practices

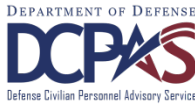
Targeted College Recruiting

- University of Texas at San Antonio Events - Hispanic Outreach**
- Student Training and Academic Recruitment (STAR) Program**
- Hiring Heroes Career Fairs & Operation Warfighter**
- Boren Scholar Candidates**
- Join DoD Recruiters Consortium - Leveraging Resources**





University of Texas at San Antonio (UTSA) Career Fair



Four events - Hispanic college recruitment/outreach

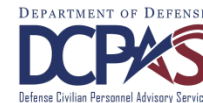
- **September 20 (Morning timeframe TBD)**
 - **UTSA offering 2 to 3 rooms for Information Sessions**
- **September 20 (1:30 p.m. - 4:30 p.m.)**
 - **Science, Technology, Engineering and Mathematics (STEM) Career Fair**
- **September 20 (6 p.m. - 8 p.m.)**
 - **Veterans Mixer - location TBD**
- **September 21 (8:30 a.m. - 11:30 a.m.)**
 - **All Majors Career Fair**

*****FREE BOOTH SPACE TO DoD RECRUITERS*****





Student Training and Academic Recruitment (STAR) Program



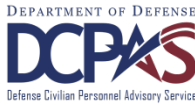
STARS - DoD On-campus Student Ambassadors

- **Peer-to-peer recruiting - effective, low cost mode of marketing DoD career and scholarship opportunities**
- **Conduct informational briefings, provide applicant assistance, and facilitate collaboration between DoD, the university, and DoD hiring managers**
- **AT&L Recruiters - Participate in their university career fairs**
- **Highlight YOUR Agency and YOUR vacancy needs**
- **STARS facilitate/assist DoD Components with on-campus recruiting activities**
- **Program builds a pipeline toward a competent, diverse and highly skilled civilian workforce**
- **Assists Components to increase applicant pool (High Visibility Employment Initiatives)**





DoD/University STAR Partnerships



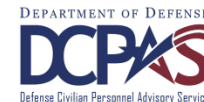
**Four STAR student interns promote DoD as the
“Employer of Choice” at their respective
universities:**

- **Michigan Technological University (MTU)**
- **University of Puerto Rico at Mayaguez (UPRM)**
- **Tennessee State University (TSU)**
- **Rochester Institute of Technology/National Technical Institute for the Deaf (RIT/NTID)**





Contact a STAR Student/Intern



STAR Student Interns are available to market AT&L career and scholarship opportunities on their respective universities.

These STARs Work Hard to Market Your Career Opportunities!

- **MTU:** Rebecca Stoffel, Rebecca.R.Stoffell.civ@mail.mil, 571-302-1356
- **RIT/NTID:** Kelly Hillesheim, email TBD, (video phone relay)
- **TSU:** Del-Veedra Davis, email TBD, 571-302-1355
- **UPRM:** Danerys Raices-Lozada, Danerys.m.raiceslozada.civ@mail.mil, 571-302-1353





Hiring Heroes Career Fairs

7 to 8 Hiring Heroes Career Fairs Per Year

Career Fair Locations:

- Joint Base San Antonio, TX - March and September
- Fort Riley, KS - April
- Navy's Wounded Warrior Hiring and Support Conference, Tampa, FL - June
- Fort Campbell, KY - June
- Camp Pendleton, CA - July
- Joint Base Lewis-McChord, WA - September/October
- Joint Base Myer Henderson-Hall, VA - November
- Road to Recovery Conference, Coalition to Salute America's Heroes - Orlando, FL

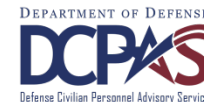
Other Outreach Activities:

- Pre-scheduled interviews
- Briefing troops during formation
- Networking with Industry Event
- Military Spouse Employment Information Session
- Employment Boot Camps
- Operation Warfighter





National Security Education Program - Boren Scholars



Boren Scholars - Hire Non-Competitively

- **Students receive scholarships in exchange for a commitment to work in a Federal national security related position (includes any DoD occupation)**
- **Boren Scholars are awarded to both Masters and Undergraduate students studying in the fields of Business, Economics, Public Policy, Social Sciences, Health Sciences, International Affairs, etc.**
- **Can hire non-competitively under Schedule A Excepted Service Appointing Authority - 5 CFR 213.3102 (r)**
- **Database available for review of graduates eligible for hire**





DoD Recruiters Consortium

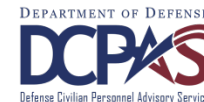
DoD Recruiters Meet Monthly

- **DoD Recruitment Assistance Division chairs the monthly Recruiters Consortium Meeting**
 - **Held the 4th Tuesday of each month**
- **Discuss recruitment best practices, recent trends on college campuses, what is working/not working, leverage resources, etc.**
- **RAD conducts 2 Recruiters Training Workshops per year**





Additional Ways to Promote of AT&L Careers



➤ DCPAS/RAD Career Advisors can also promote AT&L careers through:

- Toll-free # - 1-888-363-4872
- Live Chat (goDefense.com) - Tuesdays and Thursdays, 12:30 - 2:30 p.m. (EST)
- Dedicated email boxes
 - DoD.applicants@mail.mil
 - DoD.hiringheroes@mail.mil

➤ Web-based Advertisement - DCAPS/RAD can feature your “Hot Jobs” on:

- www.goDefense.com

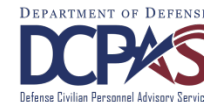
➤ Use the STAR Program and Students to your advantage!

- Hire your own STAR
- Contact current STARs





DoD Strategic Recruitment Programs



For more information about DoD recruitment programs:

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